

Strategic Skills Initiative

Occupational & Skills Shortage Report Summary

Economic Growth Region 8 – South Central Indiana

Excerpts from Shortage Report

- Manufacturing has the largest share of jobs at 15.9%
- Healthcare is expanding and is now up to 11.7% of the jobs in this region.
- Hospitality & Tourism sector has a major impact on employment in every county in EGR 8 and makes up 11% of the region's total employment.
- Construction industry is growing but deemed a lesser priority due to the availability of various union apprentice programs.

Key Industries: Manufacturing, Health Care, Professional, Scientific, and Technical Services and Hospitality

- Food Manufacturing such as Animal Slaughtering and Processing (NAICS 311)
- Plastics and Rubber Manufacturing (NAICS 326)
- Ambulatory Health Care Services (NAICS 621) and Hospitals (NAICS 622)

Key Occupations (based on top 5 shortage projections):

Team Assemblers: Work as part of a team having responsibility for assembling an entire product or component of a product. Able to perform all tasks conducted by team on a rotating basis.

Registered Nurses: Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients.

Electrical and Electronic Engineering Technicians: Apply electrical and electronic theory and related knowledge, usually under the direction of engineering staff, to design, build, repair, calibrate, and modify electrical components.

Nurses Aides, Orderlies and Attendants: Provide basic patient care under direction of nursing staff. Perform duties, such as feed, bathe, dress, groom, or move patients, or change linens.

Respiratory Therapist: Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.

Net Calculation Table (top 5 shortages) – Includes Demand, Supply & Migration

Occupation	Shortage Projection 2005 -2007
Team Assemblers	234
Registered Nurses	191
Electrical and Electronic Engineering Technicians	134
Nurses Aides, Orderlies and Attendants	59
Respiratory Therapist	26

Selected Skills Definitions

Active Learning — Understanding the implications of new information for both current and future problem-solving and decision-making.

Service Orientation — Actively looking for ways to help people

Trouble Shooting — Determining causes of operating errors and deciding what to do about it.

Overlapping Critical Skills For Top 5 Shortage Occupations with Associated Wage

Skill	Assoc. Wage	Team Assembler	Registered Nurses	Electrical Eng. Tech	Nurses Aides	Respiratory Therapist
Critical Thinking	\$44,225					
Troubleshooting	\$42,914					
Monitoring	\$41,814					
Coordination	\$41,326					
Reading						
Comprehension	\$38,631					
Time Management	\$38,062					
Instructing	\$36,776					
Speaking	\$35,044					
Service Orientation	\$34,016					
Active Listening	\$31,436					
Considered a Critical Skill for this occup.						

Location of Shortages (all critical occupations included)

Not Available/Not Included

Emerging Industries/Occupations

- Professional, Scientific, and Technical Services and Hospitality
- Healthcare will continue to lead the region in job creation

Significance/Impact:

- ✚ Employers were willing to provide training on specific work related duties. However they cite work readiness issues such as poor attendance, punctuality and lack of commitment as obstacles in finding quality workers. They do not have the resources or time available to train workers in basic skills such as reading and writing.
- ✚ The quality of the workforce has an economic impact, regardless of the occupation or industry. IBRC survey of Bloomington employers found the quality and availability of workforce are “two most important local factors related to business success.”